

Elements for Making Change

Experts who study change offer the following model to guide your policy implementation workgroup.

Develop a *Vision*: A vivid image of the desired future of your school district and schools that will result from the adoption and implementation of the nutrition policies.

Build *Skills*: Proficiency acquired or developed through training or experience that is necessary to successfully perform tasks required in implementing nutrition policies.

Offer *Incentives*: Something that encourages and motivates action.

Identify *Resources*: The means available such as money, staff, community support, equipment, and facilities to support adoption and implementation of nutrition policies.

Develop an *Action Plan*: Steps that must be taken for policy development and implementation to succeed.

When all five elements are present, the result is Change!

Vision	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	CHANGE
		Skills	+	Incentives	+	Resources	+	Action Plan	=	Confusion
Vision			+	Incentives	+	Resources	+	Action Plan	=	Anxiety
Vision	+	Skills			+	Resources	+	Action Plan	=	Resistance
Vision	+	Skills	+	Incentives			+	Action Plan	=	Frustration
Vision	+	Skills	+	Incentives	+	Resources			=	Treadmill

Knoster T, Villa R, & Thousand J. (2000). A Framework for Thinking about Systems Change. In R. Villa & J. Thousand (Eds.), *Restructuring for Caring and Effective Education: Piecing the Puzzle Together* (pp. 93-128). Baltimore: Paul H. Brookes Publishing Co.